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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants; personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Jim and Ann Jones who entered the program having no serious personal development or family difficulties. The follow-up reports that both individuals completed occupational training and are currently employed, Jim full-time and Ann part-time. (Names in these studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). Specific documentation for the instruments utilized in the study are included in both of these related documents. (BM)

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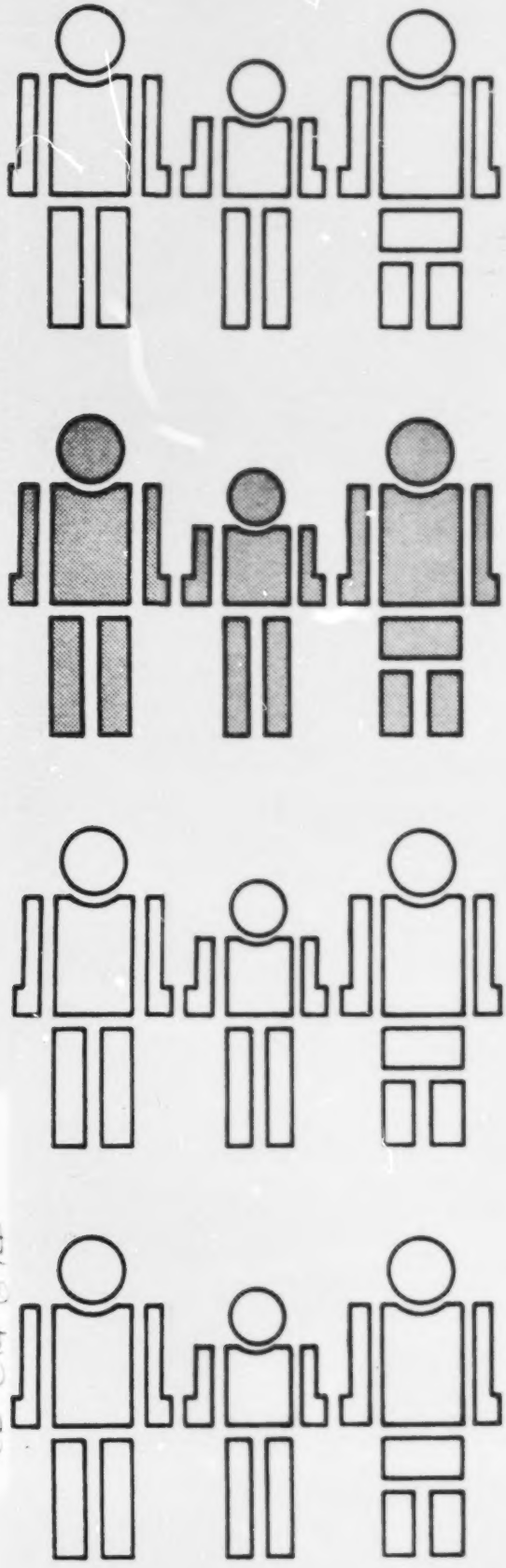

CASE STUDY REPORT #18

JIM & ANN JONES

U S DEPARTMENT OF HEALTH
EDUCATION & WELFARE
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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

JIM AND ANN JONES

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August, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

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CASE STUDY REPORT

JIM AND ANN JONES

BACKROUND

In the Fall of 1972, Jim and Ann Jones, and their young son, Brent, left the small rural community of Willey City in northeastern North Dakota and entered the Mountain-Plains program. Jim was unemployed at the time and in the previous year had only one employer, the North Dakota highway department where he worked as a laborer/maintenarce worker earning $320 per month. Working full time as a waitress in a Woolworth's Department Store, Ann was earning $200 per month. In the narrative that accompanied the Jones' program application, the preprogram interviewer noted, "The attitude of the young couple is very good. They both appear to be extremely interested in the program. A cheerful couple--one that obviously likes one another."

They were living in a small two bedroom apartment that rented for $75 a month. The family had a very low debt level--$23.70 monthly on a bank loan--and, although Jim had previously completed a mechanics training course in Denver, Colorado, he had yet to apply his skills. The Jones' difficulty in finding work, Jim in particular, was attributed to a lack of adequate job taining. Jim felt his main occupational area interest in the program would be refrigeration and ventilation, while Ann thought secretarial training would be appropriate for her.

At the time of entry, the Jones family were not using commodities, food stamps, or receiving government assistance. They had a savings account--although it had decreased in the previous two months--a checking account, and Jim had life insurance. The family used a budget, were fairly active in community organizations--Jim was a member of the Willey City Volunteer Fire Department, belonged to the Jaycees and was active in softball. A fairly young family--Jim was 24, Ann just 20--they were active together, subscribed to local newspapers and Ann did much sewing for the family.

PROGRAM PARTICIPATION

While at Mountain-Plains Jim pursued and completed two occupational areas--meatcutter and small engine mechanic. Ann enrolled in Office Education, completing that area as an accountant. Jim performed Work Experience at the on-center grocery store where he was highly regarded.

The Counseling exit report drawn up at the time of their departure indicated no serious problems or family difficulties. Self-concept seemed to be the biggest area of concern for Jim--he evidently had a low level of self-competence and, the family counselor reported. "He was afraid of success to the extent that when success was close at hand, Jim had the tendency to bail out." Various program incidents reinforce this interpretation. For example, Jim was elected MOWINDS' (Student Government) president and was quite active in student affairs until the office began to jeopardize his popularity, at which time he resigned. The Jones' coun-

selor felt Jim's attitude to be directly related to a weight problem. Jim is a large man and his excess weight requires medication for high blood pressure. "If he felt he was losing some weight," the counselor reported, "he would be very proud of himself and be very up on life. When not losing weight the way that he thought he should or if he was gaining weight, he would be very depressed."

The family's marital stability appeared to be very strong, "Jim and Ann had a very good marital relationship," the counselor said. "They were able to grow and function as a family unit with mutually shared goals, understandings, trust, etc. In many ways this family could have set an example for many other Mountain-Plains families."

While on center Jim often displayed a lack of self-confidence--his main strength was drawn from Ann. This continues to be the case as the interviewer observed during the course of the case study interview. Indeed, Jim often shrugs his shoulders and looks at Ann for answers to questions he either does not know or does not understand. The employability exit report prepared for the Jones' indicated that as a supervisor, Jim might have some difficulties due to his easy-going nature. However, the report adds, "Jim would be a very devoted employee as long as he was not made to look foolish in front of his co-workers. Jim's ego tends to bruise very easily." The narrative in Ann's Exit Report, however, noted, "she has an over-abundance of self-confidence and enthusiasm and with her personality she would make a very desirable employee."

PLACEMENT

The family left Mountain-Plains in October of 1973, and Jim accepted employment as a meatcutter--his occupational training area--for Carter Meats in Willey City, North Dakota. He started work earning $390 per month with a promised raise of 25¢ per hour in 30 days. Ann was initially unemployed and her Relocation Report indicated that she "does not desire employment immediately--feels that she can obtain employment at Woolworth's in Willey City." This was the same job that Ann had before entering Mountain-Plains. The North Dakota State Office indicated that, "Mr. and Mrs. Jones are very happy to be able to relocate to Willey City as their parents reside in that town. Jim is happy with his job. Ann is pregnant and does not want to work full time. She may seek part time employment at Woolworth's if she wishes employment at a later date."

HOME AND INCOME

At 6 months post exit[1] a new son, Joel, had been added to the family. Jim was no longer employed at the Carter Meats--he reported he was "let go" due to lack of seniority, that "requirements for meat-cutting are declining." After that, he worked part time for the Willey City Sanitation Department earning about $1.80 per hour, then was employed by the Farmer's Union Co-op as a mechanic at $2.00 per hour. Ann had taken a position at Woolworth's earning $347 per month but resigned after a month

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[1] Mountain-Plains follow-up data is collected at 6 month intervals.

or so. The family itself reported earning a total of $3,100 over the previous 6 months--nearly equalling the $3,200 they made the year previous to entering Mountain-Plains. They still required no welfare benefits and Jim had received no unemployment compensation. Although they had no investments, they did have a savings account, which, they said, had grown during the previous 6 months. They still had no medical insurance and neither Jim nor Ann had life insurance. Living in a four room apartment--$90 per month plus $10 for utilities--they continued to subscribe to newspapers and reported having a family doctor.

At 12 months post exit (two months prior to the case study interview) the family still consisted of the 4 members. During the previous 6 months the Jones indicated that they had earned a total of $3,100--almost the amount they reported 6 months previous to that. They used no welfare benefits, had received no unemployment compensation, did not use food stamps, and the savings account was still increasing. The Jones reported having medical insurance and Jim had life insurance. The family had moved and were now paying $100 per month for a four room apartment. During the previous 6 months Jim had taken a job as a mechanic with Willey City Cenex and had recently received a 20¢ per hour raise bringing his income up to $381 per month.

At the time of the case study interview, some 2 months after the 12 month follow-up, Jim had received a second raise and was now earning $2.70 per hour for a 54 hour work week. This brought his average annual income up to $7,600 per year--a substantial increase over the $3,100 they earned

prior to entering the Mountain-Plains program. Currently, Ann works part time as a baby-sitter, which brings an additional $50 per month to the family income. Since their return to Willey City, the Jones' have entered into much the same circumstances which they left and their life style has changed very little, though their income has increased substantially. They have the same friends and Jim's parents live close by--they rely heavily on his parents for, as Jim put it, "helping us over rough financial spots." Their current home--a basement apartment--is a source of dissatisfaction. Although quite spacious, it was "still a basement" and Ann expressed considerable impatience about moving into a "real house."

Jim and Ann relate well to their children. Brent, the oldest, is at the age where he is very active and Jim repeatedly showed a great deal of affection towards him. To quote Jim, "These two boys are the pride of my life--the apple of their father's eye." He is proud of his sons and often refers to them as "my boys." The family itself seems quite stable. Jim is relatively happy in his job and does not anticipate leaving for other employment. The only problem they experience is lack of money. Jim's parents will shortly move to a retirement home in Willey City and as a gift they are giving Jim and Ann the house they currently live in. Jim will pick up the mortgage payments--approximately 10 years. Jim and Ann seem thrilled about "the gift" and anxious to move out of their current dwelling.

PERSONAL AND SOCIAL DEVELOPMENT

Jim is somewhat hesitant--Ann is probably the dominant member of the fam-

ily--but specific questions and problems seem to determine who in fact is the strongest member. Ann handles the family finances and wants to know exactly where every penny goes--she is a very precise person. When questions were asked regarding economic factors, she brought out the account book and very carefully calculated exactly what the monetary expenditures were for each item. On this subject, Jim evidently is very lackadaisical. Several times during the interview he said, "Gee, I don't know--I'm just a dumb mechanic," and turned to his wife for the appropriate response.

The Tennessee Self-Concept Scale somewhat reflects this characteristic. (See Figure 4.) Jim was at or slightly below national norms on all the scales with the exception of one, social self, on which he rated slightly above the norm. His lowest score was on physical self--extremely low, two standard deviations below the norm. Again, Jim stands about 5'6" or 5'7" and weighs well over 250 pounds. Although he does not display it, the self-concept scale would indicate that he is very concerned with his physical size.

Ann, on the other hand, was above the national norms on all points, exceeding the post exit peer group in all categories. On self-identity she scored 2 standard deviations above her post Mountain-Plains group mean. The only area where she reached the actual norm was physical self, probably related to her being a large woman. Although she could not be classified as fat, she was slightly overweight. On other scales, she was well above the mean, indicating good self-identity which was verified through the course of the interview.

Jim received a scale score on the Neal Seeman Powerlessness Scale of 4, higher

than his group mean by approximately one standard deviation. (See Figure 3.) He seems to feel intimidated by large groups and large organizations, and has a dislike for society at large. However, the score itself is not high enough to indicate that he is paraniod, rather a little more cynical than usually indicated. Jim also scored a very high on the Anomie Scale. These two indicators would argue that Jim has a fair grasp of the world in which he lives. He is somewhat cynical, which corresponds with his on-center counseling report that noted, "Jim is very content when things are going smoothly but when difficulties arise he tends to lash out." Indeed, Jim was somewhat defensive during the course of the interview, often repeating, "I'm just a big dumb guy and don't really know what is going on." He appears wary of those around him--afraid they may attempt to take advantage of him.

Ann's social perception was somewhat different. (See Figure 3.) She received a scale score on the Neal Seeman Powerlessness Scale of 1, about one standard deviation below the exited group mean. On Srole's Anomie Scale, Ann recieved a scale score of 2, slightly below the group mean but not to a great extent. Ann seems fairly stable in her perception of the world she lives in and she is not extremely naive although more so than Jim. In general, the social perception of the Jones family is not unusual for exited Mountain-Plains families.

PROBLEMS AND SATISFACTIONS

Since leaving Mountain-Plains, Jim felt he had made improvements in "self-confidence," "self knowledge," "industriousness," "accuracy," and "ambition." All of these areas, he reported, have moved from "unsatisfactory" to "satisfac-

tory." (See Table 1.)

He felt he has regressed from "satisfactory" to "unsatisfactory" in "responsibility." Ann felt she had improved in "competence," "accuracy," "accepts responsibility," "courtesy," "perseverance," "responsibility" and "ambition."

Both Jim and Ann believe they cope well with everyday problems and Ann felt this was accomplished through well-managed living--her tight budget for instance. Jim reports complete satisfaction with his life while Ann indicated she was neither satisfied nor dissatisfied. Jim felt that he had had "good breaks" in life--receiving the meatcutting training for instance, even though he did not like the actual work itself. When asked about "good breaks" Ann responded "We'll have one soon when we move into the house." Jim surmised that one "bad break" was "my desire to get into meatcutting when I found out later it was not actually the best place for me."

Asked what gave him a lot of satisfaction, Jim said "work and my family," again a reference to "his boys." He also enjoys participating in local community affairs such as the Volunteer Fire Department. The only thing not going just right in their lives, Jim says, is their current financial situation and the tight budget they live on to meet payments. Jim felt he could control his future, that "right now" it looked good for him, and that "things were going to be getting even better."

Asked about the health of the family, the Jones reported that they were healthy--various medical visits over the last year were due mainly to the newborn baby. They can stretch dollars to cover needed expenses "but it is really close,"

they say.

Very satisfied with the work he does, Jim says the thing that brings him the greatest pleasure is "when I finish up a job and the customers come in and compliment me." For example, "The other day I was working on this older guy's car and when I got done he came out and asked me if the car was all ready to go and I replied yes and he wondered how much it was and I told him and he was pleased with the low cost and as he was leaving he gave me a 50¢ tip and told me to buy some pop with it."

EMPLOYMENT

Employed as a service station attendant and mechanic at Cenex Service, Jim is responsible for changing oil, tuning cars and general shop work. He uses his Mountain-Plains training in small engines to a certain degree--people bring him lawn mowers and roto tillers, for spring tune-ups.

The JDI was administered to Jim (See Figure 1.) On the work scale he received a scale score of 33--slightly below the exited group mean. On pay he scored 17, and promotion 19--both just slightly above the exited group mean. On supervision, Jim recorded a scale score of 41 and on co-workers 52--both approximately 1 standard deviation above his group mean. Clearly, Jim is favorably disposed towards his work. He likes the people he works with and thinks the pay is "pretty good." Jim was earning $2.70 per hour and he had just recently received a raise, which might account for his high rating.

On the work alienation scale, Jim recorded a scale score of 1--the group mean.

He also had a score of 12 on the work motivation scale--just slightly below the group mean. These scores indicate Jim is not highly motivated toward his job though not to any serious degree. The job itself may not be interesting to him, but it is work Jim can become involved with quite easily. The work section of the interview revealed that Jim has aspirations to succeed at any job he attempts. The problem, as indicated by his work history, is that Jim gets discouraged easily. On the other hand, he does not grow dissatisfied with a job very quickly.

Jim's employer was contacted and a Minnesota Satisfactoriness Scale was completed on Jim's work. (See Figure 1.) On performance Jim received a score of 19--nearly 1 standard deviation below his exited group mean. On conformance to company policies and dependability he scored just slightly above the exited group mean. He scored slightly below the mean on personal adjustment and his overall work satisfactoriness score. During the conversation with Jim's employer, his Mountain-Plains training was brought up and the interviewer related that Jim had been trained in small engine mechanics. The employer said Jim had been working on small engines that were brought into the shop, but that his success in repairing them was somewhat questionable. "Jim has some problems," the employer said, "and he's fairly slow in completing his work."

Ann was administered the housewife section of the JDI since she has been unemployed or is employed only part time as a baby-sitter. She received a scale score of 34--slightly above the group mean for departed women.

RATING THE MOUNTAIN-PLAINS PROGRAM

Both Jim and Ann felt that Mountain-Plains was a positive influence in their lives. When asked what areas of Mountain-Plains were most helpful, they replied job training, Work Experience, Counseling and, for Jim, Recreation and Health. Ann felt that Recreation and Health were of "some help." Both felt math was of "little help." The areas they felt were of "no help" included English, Career Guidance, Consumer Education and Budgeting, Home Management and Early Childhood. Health was considered the "greatest help" because of the instructions given for general health care. As indicated, Jim is involved in the Volunteer Fire Department in Willey City; consequently, the health courses were something he could relate to and obviously were a pleasurable experience for him.

Ann felt that job training and Counseling were the "most helpful" two areas. Both felt Community Development was the "least helpful," as, "the only time we saw 49 (the Community Development office) was when we moved in and when we moved out!" When asked whether or not they would attend Mountain-Plains again knowing what they now know about the program, Jim replied, "I probably would." "It had its good and bad points," he said, "but basically it was a pretty good program and it helped me out a lot." Ann said, "I probably wouldn't return. My experiences were mostly bad at Mountain-Plains."

When asked if the job training area was adequate for the skills required on his job, Jim said yes. Ann felt her skills were inadequate, "I'd like to learn more basics and the accounting course that I took at Mountain-Plains was too easy;

the skill level wasn't high enough for actually obtaining a good job." Asked if they would change occupational choices, Jim replied "I'd change to automotive, because that's where I work." Ann said no other areas were of interest to her.

The Jones' liked Counseling, "Our Counselor," Ann said, "worked pretty hard to get a good relationship with the family, and I felt that this was good because he was someone who really cared about people and had the ability to help with an indivIdual's problems." Career Guidance, in Jim's opinion, "covered too much stuff. The problem was that they went over all this material and actually only a small portion of it was ever used." Ann felt that it would have helped if students "could find information in one location."

FEMALE INTERVIEW

Ann says she is pleased with the life she leads, although she is "mainly just around the home and I very rarely get out." She has little contact with the community, "I don't belong to any church groups or anything like that and feel that is okay except I don't want to be a housewife all my life." (Ann, the interviewer is convinced, has the ability to be a career woman.) She spends time by herself--not everything she does is for the family. She sees herself as a friendly, outgoing person who, when she selects friends, looks for the same kind of qualities. Her husband, she says, does not necessarily have life easier. Jim relates to her well and they make decisions together although Jim is more of a follower. "At times," Ann says, "especially where money is concerned, I just take the initiative and decide what we're going to do and Jim will usually

agree." As a result of Mountain-Plains, she declares, Jim has become more confident and has realized a higher level of self-worth that he had before.

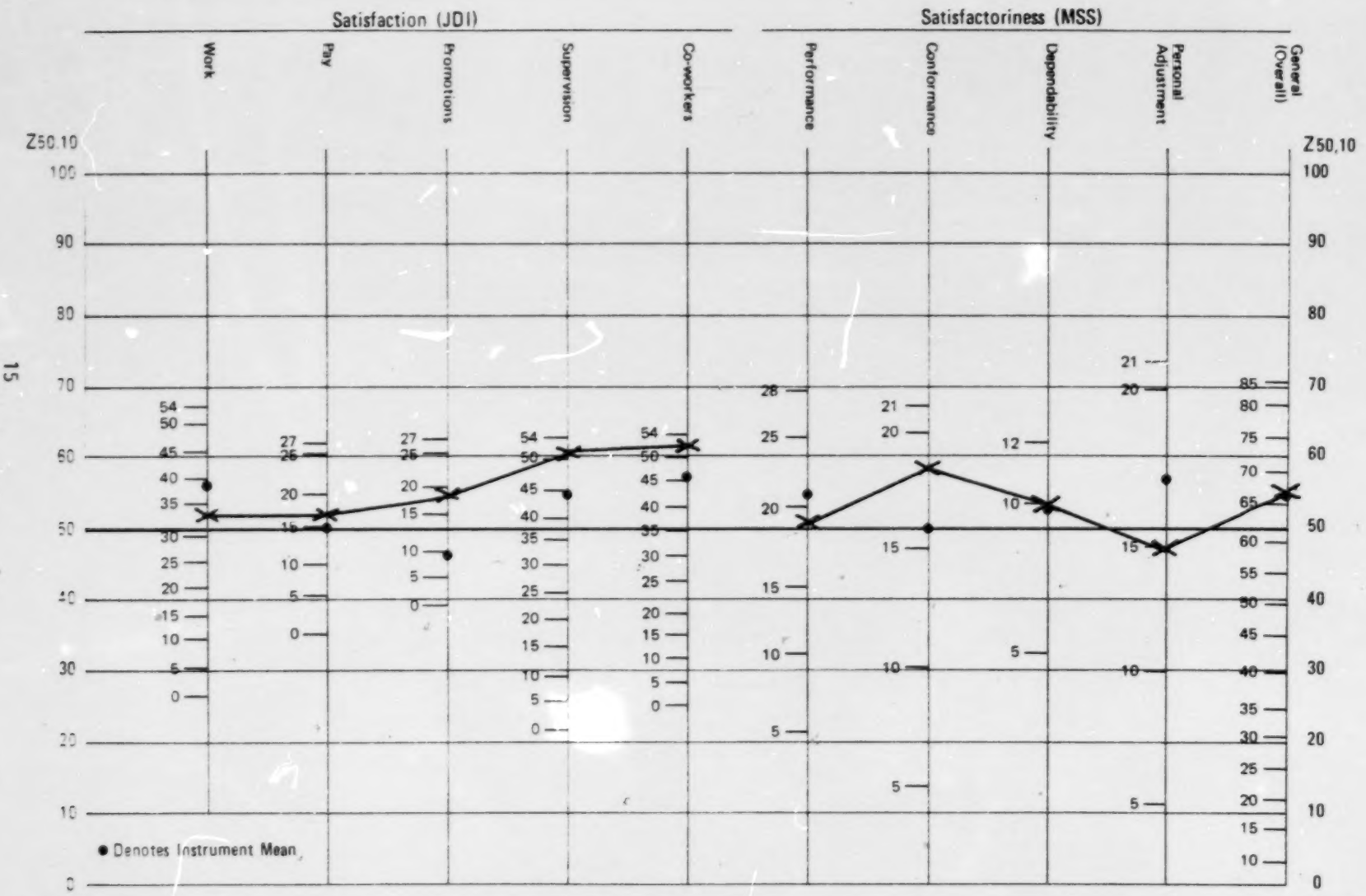
INTERVIEWER COMMENTS

The Jones, as a family, are very stable and have lived in Willey City since exiting the program. The only negative element in their lives is their low monetary income. Jim is not making a great deal of money but they are making enough to get by. For the time being that seems to be sufficient. Ann is busy at home and while the interviewer was there, she appeared to be very domestic--she worked constantly on sewing (hand embroidery) that she gives as presents. Her frugality is probably the main reason the family has made it as well as they have. Jim is very friendly--a jovial type of individual who may be lacking concentration on his job. More of a plodder, Jim works at things slowly and tries to do the best he can; when he fails, he accepts it. Jim is counting on a possible managerial position in the future and he may be considerably disappointed if this does not occur.

Overall, the Jones family seems to be very happy. They are finding the goals they want out of life, are very proud of their children, and are in many respects an ideal Mountain-Plains success.

Figure 1

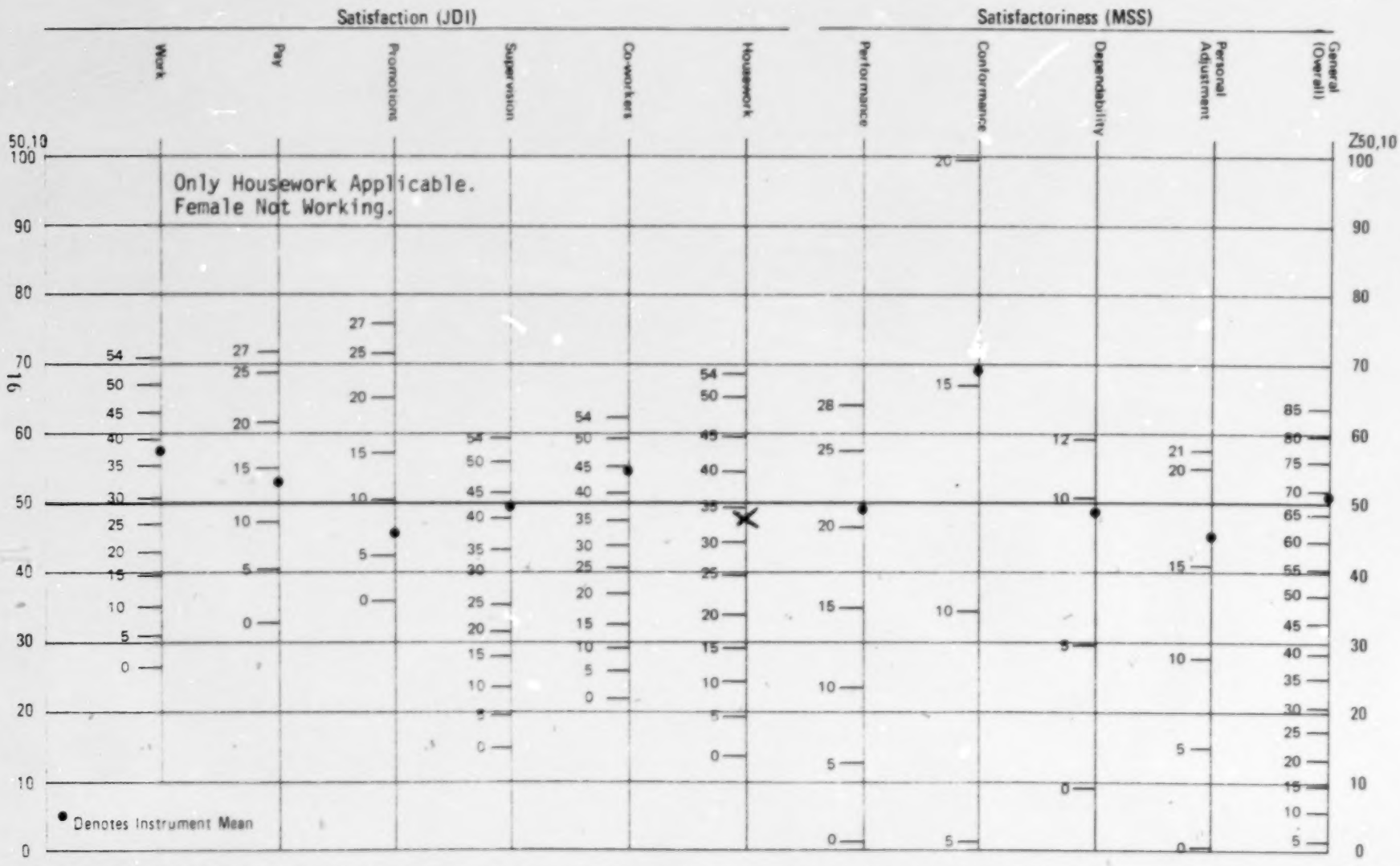
SATISFACTION AND SATISFACTORINESS – MALE



Note. Profile based on entering student scores.

Figure 2

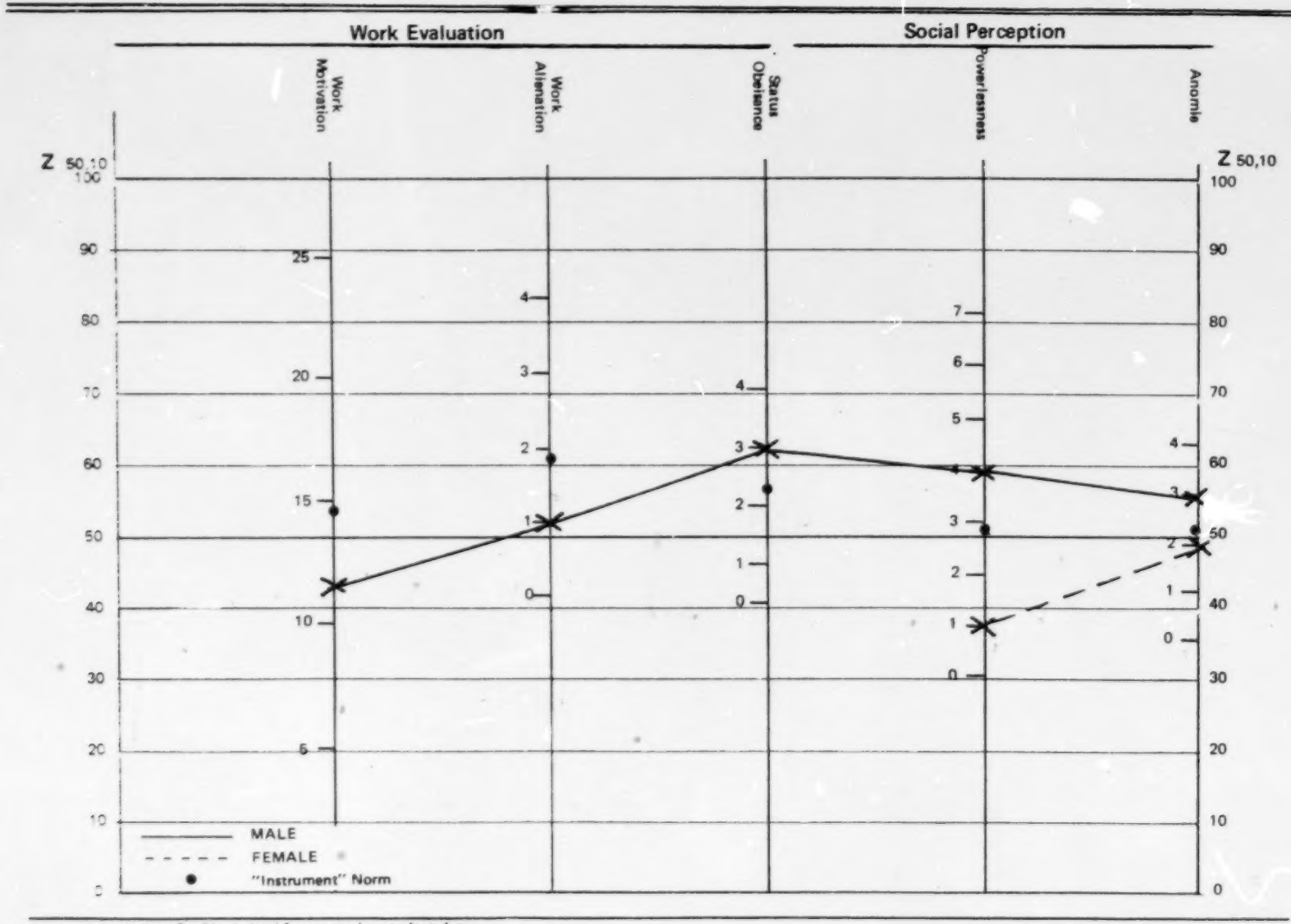
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION

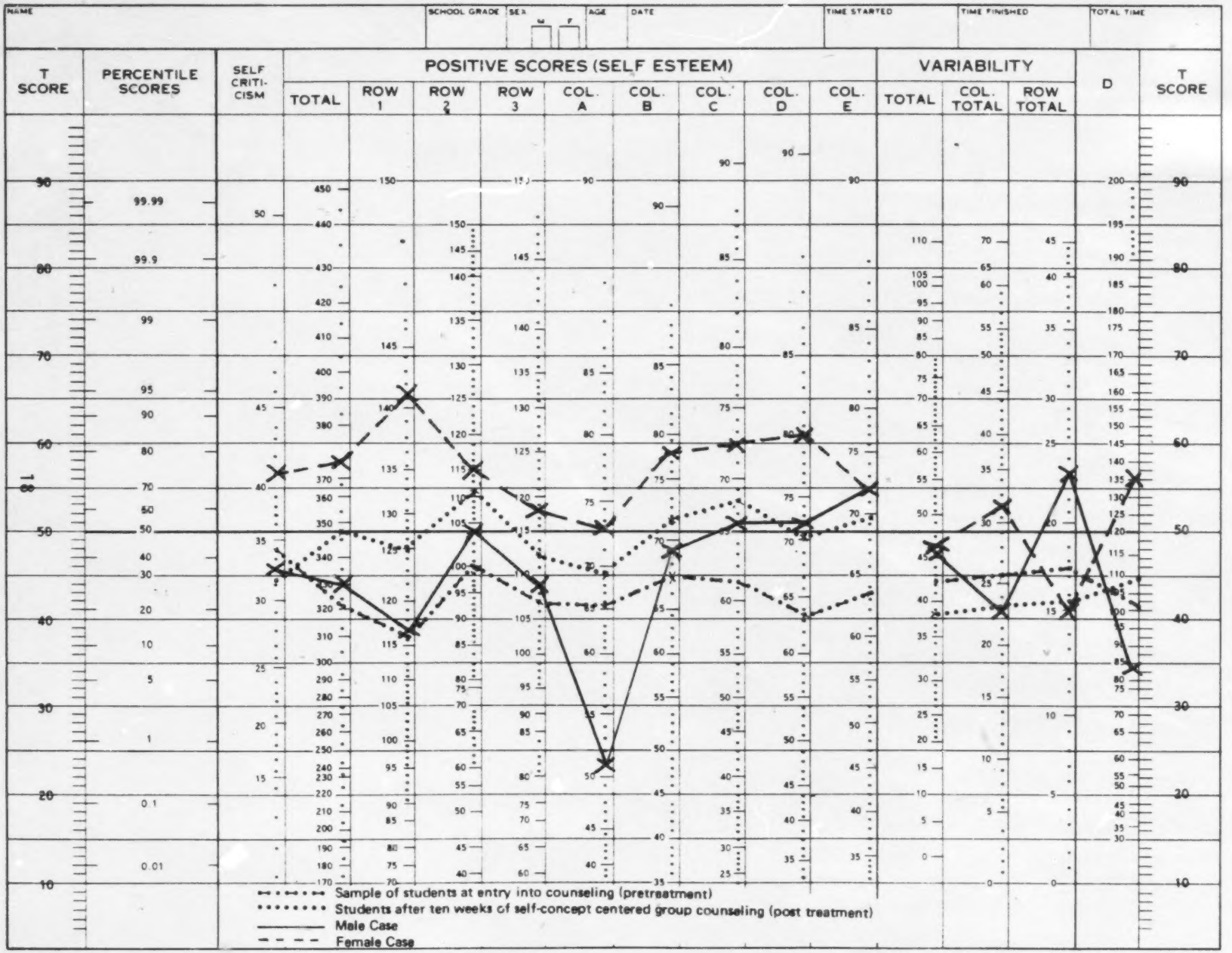


Note Profile derived from entering student data.

Tennessee Self Concept Scale – Figure 4

PROFILE SHEET

Counseling Form



Note: This is the standard profile sheet for the TSCS.

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Male					Female			
High		Low			Low		High	
Much	Some	Little	None		None	Little	Some	Much
●	- - - - - - - - - - - -			Job Training				- - - - - - - - - - - - ●
		●	- - - - -	Math		- - - - -	●	
			● -	English		- ●		
			● -	Career Guidance		- ●		
●	- - - - - - - - - - - -			Work Experience				- - - - - - - - - - - - ●
●	- - - - - - - - - - - -			Counseling				- - - - - - - - - - - - ●
			● -	Consumer Education		- ●		
			NA	Community Development		NA		
●	- - - - - - - - - - - -			Recreation				- - - - - - - - - ●
●	- - - - - - - - - - - -			Health				- - - - - - - - - ●
			● -	Home Management		- ●		
			● -	Early Childhood		- ●		

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Self-Confidence	Responsibility (personal)	Competence	Courtesy
Self-Knowledge		Accuracy	Perseverance
Industriousness		Accepts Responsibility (tasks)	
Accuracy		Cooperation	
Ambition		Responsibility (personal)	
		Ambition	

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male		o			
Female		x			

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male		o			
Female				x	

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male		o			
Female			x		

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male								o		
	Female							x			
Now."	Male						o				
	Female					x					
Five years from now."	Male		o								
	Female			x							